



NEW ZEALAND'S EXCHANGE
TE PAEHOKO O AOTEAROA

Capital Change Notice

| Section 1: Issuer information | |
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| Name of issuer | EBOS Group Limited |
| NZX ticker code | EBO |
| Class of financial product | Ordinary Shares |
| ISIN (If unknown, check on NZX website) | NZEBOE0001S6 |
| Currency | NZD |
| Section 2: Capital change details | |
| Number issued/acquired/redeemed | 4608 fully paid ordinary shares issued |
| Nominal value (if any) | N/A |
| Issue/acquisition/redemption price per security | NZ\$37.29 |
| Nature of the payment (for example, cash or other consideration) | Contributions under EBOS Employee Share Plan |
| Amount paid up (if not in full) | N/A |
| Percentage of total class of Financial Products issued/acquired/redeemed/ (calculated on the number of Financial Products of the Class, excluding any Treasury Stock, in existence) ¹ | 0.00240235% |
| For an issue of Convertible Financial Products or Options, the principal terms of Conversion (for example the Conversion price and Conversion date and the ranking of the Financial Product in relation to other Classes of Financial Product) or the Option (for example, the exercise price and exercise date) | N/A |
| Reason for issue/acquisition/redemption and specific authority for issue/acquisition/redemption/ (the reason for change must be identified here) | Issue of ordinary shares to participants in EBOS Employee Share Plan |
| Total number of Financial Products of the Class after the issue/acquisition/redemption/Conversion (excluding Treasury Stock) and the total number of Financial Products of the Class held as Treasury Stock after the issue/acquisition/redemption. | 191,816,829 |
| In the case of an acquisition of shares, whether those shares are to be held as treasury stock | N/A |
| Specific authority for the issue, acquisition, or redemption, including a reference to the rule pursuant to which the issue, acquisition, or redemption is made | Directors' resolution |
| Terms or details of the issue, acquisition, or redemption (for example: restrictions, escrow arrangements) | Issue of 4608 ordinary shares pursuant to the terms of the EBOS Employee Share Plan |

¹ The percentage is to be calculated immediately before the issue, acquisition, redemption or Conversion.

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| Date of issue/acquisition/redemption ² | 14 December 2023 |
| Section 3: Authority for this announcement and contact person | |
| Name of person authorised to make this announcement | Janelle Cain |
| Contact person for this announcement | Janelle Cain |
| Contact phone number | +61 3 9918 5555 |
| Contact email address | janelle.cain@ebosgroup.com |
| Date of release through MAP | 14 December 2023 |

² Continuous issuers using this form in reliance on Rule 3.13.2, please indicate the period during which the relevant issue/acquisition/redemptions were made (for example, 1 January 2019 to 31 January 2019).